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1 December 1978

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MEMORANDUM FOR: Mr. [redacted]
 Chief of Operations
 Office of the Deputy Director (Plans)

25X1

SUBJECT: Competitive Promotion System

REFERENCE: [redacted]

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Dicks

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With regard to the attached letter from [redacted] and [redacted] came to see me a few days ago to talk about "personnel management philosophy." Near the end of our conversation I learned that their discussion was prompted by the failure of the Administration Career Board to approve of a certain promotion recommended by the field. I understood John to say that the Clandestine Services had no intention of implementing the Competitive Promotion System which the Career Council had approved except at the grade GS-14 and GS-15 levels, and that it would, therefore, be very unusual if the Support Career Services did not conform. I agreed that it would.

From the attached it looks as though we are off to a bad start in Europe. I tried to explain the new Competitive Promotion System on my trip to the Far East and thought that I received a favorable reaction. In any case, I think it is fairly important that we take the same approach to this problem, and if John is right about Clandestine Service noncompliance with the Career Council's policy, I think that we have an obligation to take the whole thing up again.

I certainly feel that we should try to handle assignments so that people generally are rotated into positions where they can get promotions which are recommended by the field. However, this will not always be possible, and just as there were a lot of rough spots to get over when we originally assigned everybody to career services, there will be some when we implement the Competitive Promotion System. For the long haul, however, I still believe that this program is sound.

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Next Review Date:
Auth: DMR 70-3
Date: 1-6-79

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L. E. WHITE
Deputy Director
(Support)

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1 Att:
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ATTACHMENT